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Court Will Not Hear Case Accusing UCLA of Copying Software

Ruling a blow to copyright holders; victory seen for public universities

By THOMAS J. DeLOUGHRY

WASHINGTON

Agreeing with a lower court that state universities cannot be sued for violating the copyright law, the Supreme Court last week declined to hear an appeal from a software publisher that had sued the University of California at Los Angeles.

The court's decision, in *BV Engineering v. University of California, Los Angeles*, was seen as a setback for copyright holders and as a victory for public universities and states-rights advocates. Any celebration could be short-lived, however, since Congress is already debating legislation that would pave the way for copyright suits against states and state institutions.

In deciding not to hear the case, the Supreme Court supported a lower court's ruling that the 11th Amendment protected state institutions from being sued under federal laws, such as the Copyright Act of 1976.

In the lawsuit, BV Engineering, a California software company, charged U.C.L.A. with violating its copyright by making unauthorized copies of seven of its computer programs and accompanying user manuals. The company sought $70,000 in damages.

Consistent With Decision Last Month

In 1986, a U. S. District Court judge cited the 11th Amendment in granting summary judgment for the university. The U.S. Court of Appeals for the Ninth Circuit upheld that ruling in October, and last week the Supreme Court found no reason to reconsider the case.

The high Court's action was consistent

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Explaining a Star That Appears to Defy the Laws of Physics

Astrophysicists at Columbia University say that a star that seems to be spinning too rapidly may be vibrating like a ringing bell: Page A4.

Appeals Court Rules Journals May Maintain Reviewers' Anonymity

WASHINGTON

A federal appeals court has reaffirmed the right of scholarly journals to maintain the anonymity of reviewers who evaluate manuscripts for publication.

A three-judge panel of the U. S. Court of Appeals for the Federal Circuit upheld a decision by a federal district court that denied an attempt to force the American Physical Society to disclose the name of a reviewer for one of the society's scholarly journals.

In reaffirming the federal district court's ruling in *Arco Solar Inc. v. APS* (Case No. 88-1542), the appeals court agreed with the society that keeping the identities of its journal referees confidential was essential to preserving the integrity of the process of reviewing manuscripts for publication.

Richard A. Meserve, a lawyer for the Washington firm of Covington and Burling who represented the American Physical Society, said the appeals court's ruling es-

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Education Dept. Says 3 States Now Comply With Rights Laws

Ruling ends decades of supervision; civil-rights leaders are dismayed

By SCOTT JASCHIK

WASHINGTON

The Education Department has declared that the public higher-education systems of Georgia, Missouri, and Oklahoma are in compliance with federal civil-rights laws, ending nearly two decades of court battles and federal supervision of those systems.

The department's decision followed a statement in February 1988 that the three states needed only to complete certain steps in desegregation plans to end federal monitoring of their colleges and universities. In letters to the governors of the states, Education Department officials said they had in fact taken those steps before the deadline, which was the beginning of this year.

College officials praised the decision last week, while vowing to continue improving efforts to educate minority students. "I don't think there is going to be any lowering of intensity on the part of universities, whether the Education Department is looking over their shoulders or not," said Tom L. Duncan, education adviser to Missouri Gov. John Ashcroft, a Republican.

'Removes the Credibility' of Process

Civil-rights leaders, on the other hand, said the Education Department was allowing the states to neglect their obligations. Elliott C. Lichtman, a lawyer for the NAACP Legal Defense and Educational Fund, said: "This removes completely the credibility of the government's enforcement process."

Georgia, Missouri, and Oklahoma are among 18 states that the department's Office for Civil Rights found over the last 20

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Some Fields Are Reassessing the Value of the Traditional Doctoral Dissertation

By PETER MONAGHAN

As doctoral candidates take longer to earn their degrees, and as more and more of them drop out along the way, some higher-education officials are calling for a re-examination of the dissertation requirement.

A small but growing number of graduate-school officials are now saying that doctorates in some fields should be awarded on the basis of published journal articles, rather than on one massive work on a single topic.

'The Major Stumbling Block'

Some faculty members and university presidents have voiced concern that the dissertation has become "the major stumbling block to the Ph.D.," says Russell G. Hamilton, dean of the graduate school at Vanderbilt University. About 70 per cent of "A.B.D.'s"—candidates who complete all of the requirements for their doctorate but the dissertation—never escape those ranks, he says.

The issue will get more and more attention in coming months as a committee now being formed by the Council of Graduate Schools and headed by Mr. Hamilton examines emerging alternatives to the dissertation.

The council's president, Jules B. LaPidus, says the panel will be made up of five graduate-school deans from major research universities and will represent a variety of disciplines. The group will present its preliminary findings at the council's annual meeting in December.

Talk of the demise of the single-author dissertation and the relative merits of journal articles as a format for doctoral work are still likely to produce grumbling in meetings of academic disciplines. But graduate-school officials say that changes in disciplines, particularly in the sciences, are forcing reconsideration of the traditional dissertation.

Some Alternatives Permitted

Many observers say the dissertation as it has been known is simply foreign to the way research in "big science" is now conducted. Individual departments at many universities already permit an alternative to the traditional dissertation. The practice is well-enough established to have its own

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Chain of Photocopying Stores Responds to Lawsuit Threat

Kinko's, a chain of 400 photocopying stores, hopes to head off a copyright-abuse suit said to be planned by a group of publishers: Page A13.

MARGINALIA

Barry Glassner, of the University of Connecticut, and John Western, of Syracuse University, have asked us a challenging question: "If university departments were to start radio stations, what would their call letters be?"

Your ideas are welcome. For starters, our correspondents suggest:

For the honors program: WIXI
For the campus police: WSOS
For the counseling service: WURU
For leisure studies: WRNR
For philosophy: WYMI
For sociology: WYRU
For religion: WYYY
For astronomy: WUFO
For business: WIOU

■

Title of an editorial in *The Spectrum*, the newspaper at the State University of New York at Buffalo:

A PROPOSTION FOR EDUACTION

"Editor: D'you mind if we offer a proposition to *you*?

■

To all those who have chided us for this sentence in *The Chronicle* . . .

"One evening a car lost its brakes and careered down one of the many hills on campus.":

Be advised that "careered" means (in the words of the *American Heritage Dictionary*) "to move or run at full speed; go headlong; rush."

And to those who think "careen" is the proper word, we offer this usage note from the same source: "Both *careen* and *career* may refer to rapid and uncontrolled movement, the similarity in their form having promoted their use as synonyms. Many people try to maintain a distinction in meaning between the words, restricting *career* to forward movement, and *careen* to leaning and tilting, as in nautical usage. . . ."

We're with *them*.

■

Our "Bulletin Board" gremlins are at it, again.

From a notice announcing an opening in the presidency at Lakeland College: "The college is financially stable having produced balanced operating budgets for 16 consecutive years and completing a $400,000,000 capital campaign."

But another notice, for the Benton Foundation, was a lot stingier: "Executive Director for private foundation ($11.5 assets, 3.5 staff)."

■

Picture caption in the Franklin (Me.) *Journal*:

"APPRECIATION–Louise Nicholas, center, is pictured in the photo receiving a 12 year pin and certificate from the Literacy Volunteers Affiliate of Franklin Country. At the left is Claude Vachon, director of Adult Basic Education with which Mrs. Nicholas has worked for."

Any openings for a caption writer, Mr. Vachon?

—C.G.

In Brief

3 Killed, Hundreds Jailed at Spring-Break Sites

At least three people died this month in accidents related to spring break, according to police reports, and thousands of students have been arrested for violations of liquor laws, disorderly conduct, indecent exposure, and theft.

In Palm Springs, Cal., a 22-year-old woman was killed when the pickup truck in which she and her friends were riding overturned. Police said the woman was there for spring-break festivities, but it was unclear whether she was a student. More than 760 students had been arrested there as of late last week.

Two young men vacationing on South Padre Island, Tex., also were killed when their car overturned. Police were unsure whether the two were students. More than 300 others were arrested there.

A University of Texas student who had been vacationing on the island was reported missing after visiting a bar in a Mexican border town. Police suspect foul play.

Police in Daytona Beach, Fla., reported that about 700 students had been arrested. The city attracted some 500,000 vacationing students.

U. of Wisconsin Fined in Infectious Waste Case

The University of Wisconsin at Madison has been fined $2,000 by Dane County after bags of infectious wastes and boxes of discarded needles from the university's hospital were found in a local landfill.

The university was cited for improperly dumping infectious hospital wastes, which are supposed to be sent to a local incinerator. An internal investigation determined that the dumping was an accident resulting from human error, said J. Jay Noren, vice-chancellor for health sciences.

Since the incident, the university has again briefed hospital staff workers on waste-handling procedures and has put up new signs.

County officials said infectious wastes had been improperly brought to the landfill from the hospital on at least one other occasion. But Mr. Noren said neither the university nor the county had found evidence of other such dumping incidents.

What They're Reading on College Campuses

		Previous Survey
1.	The Bonfire of the Vanities, by Tom Wolfe	1
2.	Lonesome Dove, by Larry McMurtry	—
3.	Chaos, by James Gleick	6
4.	Trump: the Art of the Deal, by Donald J. Trump with Tony Schwartz	2
5.	The Satanic Verses, by Salman Rushdie	—
6.	Beloved, by Toni Morrison	9
7.	The Shell Seekers, by Rosamunde Pilcher	10
8.	All I Really Need to Know I Learned in Kindergarten, by Robert Fulghum	4
9.	The Accidental Tourist, by Anne Tyler	5
10.	The Essential Calvin and Hobbes, by Bill Watterson	3

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Denison U., Idaho State U., Indiana U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., Pennsylvania State U., Portland State U., Princeton U., Stanford U., Tarrant County Junior College, Tulane U., U. of Alaska at Anchorage, U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland-Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Virginia, U. of Washington, U. of Wisconsin at Madison, U. of Wisconsin at Milwaukee, and Xavier U. (Ohio).

Reports covered sales of hardcover and paperback trade books in February.

2-College Institution Closing in Massachusetts

The Central New England Colleges—a Massachusetts institution comprising Worcester Junior College and the Central New England College of Technology—will close at the end of the spring semester.

According to Lowell C. Smith, president of Nichols College and chancellor of the colleges, efforts to save the institution by selling a new building on its nearby Westboro campus had collapsed.

Nichols College took over management of the debt-burdened institution in September. Mr. Smith said the money owed was "in excess of $14-million."

The institution has about 1,800 students, most of whom are enrolled part time, and a full-time faculty of 25. Mr. Smith said Nichols College, a four-year institution with 800 students, would not be affected by the closing.

Surgeon General Koop Wins Jefferson Medal

C. Everett Koop, Surgeon General of the United States, has been named winner of the 1988 Jefferson Medal by the Council for Advancement and Support of Education.

The award, first presented in 1981, is given to a college graduate who has made extraordinary contributions to society.

Past recipients of the medal include John W. Gardner, former president of the Carnegie Corporation of New York, and the Rev. Theodore M. Hesburgh, president emeritus of the University of Notre Dame.

President Suspended for Falsifying Credentials

The president of Pima Community College has been suspended because board members found he did not hold the master's degree his résumé and college records said he did.

Diego A. Navarrette, who has been president of the college for a year and held various positions there for two decades, said after the disclosure of the discrepancy that he had made a mistake in not correcting it sooner.

He said he had indicated on his original application for employment at the college in 1969 that he was working on earning a master's degree in secondary education at the University of Arizona. He said that since that time he had allowed résumés to be printed and college catalogues to be published that said he held the degree.

Mr. Navarrette, who holds only a bachelor's degree in education from Arizona, will continue to receive his $80,250-a-year salary until the matter is settled.

Brenda Marshall Beckman, executive dean of the college's East Campus, has been named acting president.

Part-Timers Win Right to Have a Union

In the midst of an ongoing battle over the rights of full-time faculty members and librarians at the

Students' Lawsuit Against Dartmouth Dismissed

HANOVER, N.H.

A federal judge last week dismissed a racial-discrimination lawsuit filed against Dartmouth College by three students who are staff members of the Dartmouth *Review*, a conservative weekly newspaper.

Last March the three white students were suspended by the college after a confrontation with a black music professor. A campus disciplinary committee found the students—Christopher Baldwin, John Sutter, and John Quilhot—guilty of harassment, violation of the right to privacy, and disorderly conduct.

In the federal lawsuit, the *Review* and the three students alleged that the college had discriminated against them in the disciplinary proceedings on the basis of race and violated their civil rights.

Calling the students' allegations "hollow," Chief Judge Shane Devine of the U.S. District Court in New Hampshire ruled that they had failed to meet the minimum standards for claiming the suspensions were racially motivated.

"We are feeling fairly elated about being vindicated on a bogus claim of race discrimination," said Sean M. Gorman, the college's associate counsel.

"This was a public-relations stunt dressed up as a lawsuit," he said.

Plaintiffs Consider Appeal

Arthur H. Ruegger, one of the lawyers representing the *Review* and the students, said the plaintiffs were considering an appeal.

"We presented what I thought was ample evidence that the college viewed the students' actions in racial terms, and those racial terms only came from the race of the students and the race of the professor," Mr. Ruegger said. "Our general reaction to the dismissal is that we always felt the First Amendment claims and the procedural matters at issue in the state court case are more important."

A second lawsuit filed by the students and the *Review* is pending in a state court. In that case, the students are not alleging racial discrimination, but charge the college with breach of contract for not following disciplinary proceedings that it was obligated to heed. While the students call it a First Amendment case, Mr. Gorman said it was a contractual matter.

In January, state Superior Court Judge Bruce Mohl issued a temporary injunction ordering the college to re-admit Mr. Baldwin and Mr. Sutter, whose suspensions would not have ended until the fall of 1989, pending the outcome of the state case.

—DENISE K. MAGNER

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'In' Box

In the latest attempt to address the issue of sexism in scholarly and professional writing, the Modern Language Association has published a new book called *Language, Gender, and Professional Writing*.

The book, by Francine Wattman Frank and Paula A. Treichler, examines what its authors say are the harmful effects of sexist writing, and offers ways writers can avoid insensitive wording or biased language.

In a set of guidelines for non-sexist usage of words, the book explains that the most "painless" way to avoid male "generic" pronouns in writing is to change singular nouns and phrases to plural ones. For example, the sentence "The assistant professor should understand the tenure process before he goes through it" would be rephrased to read: "Assistant professors should understand the tenure process before they go through it."

Copies of the book are available, prepaid, for $14.50, plus $1.50 for postage and handling, from the Modern Language Association's Orders Department, 10 Astor Place, New York 10003.

■

The ability to manage a budget and the ability to communicate effectively are the first and second most essential skills for an English department head to have, according to a survey of 174 deans at colleges and universities around the country.

The survey, by Joseph M. Moxley, assistant professor of English at the University of South Florida, and Gary A. Olson, an associate professor of English there, examined the changing role of English department heads.

"They are not just scholars and teachers anymore," says Mr. Moxley. "They have to be effective managers, too."

The third and fourth most important duties, according to the survey, are encouraging faculty development and rewarding faculty achievement.

■

A "how to do it" guide for management representatives engaged in collective bargaining in higher education has been published by the College and University Personnel Association.

The book, *The Right Ball: A Primer for Management Negotiators in Higher Education*, outlines the procedures and strategies for managers from the time a union begins to organize on campus to the signing of a final contract agreement.

It covers the details of how to choose and develop a strategy, and how to gather data, such as by surveying the administration.

The book is available for $40 a copy from the College and University Personnel Association, 1233 20th Street, N.W., Suite 503, Washington 20036-1250.

TIAA Chief Urges Trustees to Take More Active Role in Overseeing Changes in College Retirement Plans

No issue has more serious implications for institutions' finances, Wharton tells board members

By LIZ McMILLEN

BOSTON

College trustees must take a far more active role in overseeing faculty and staff retirement plans at their institutions, says Clifton R. Wharton, Jr., chairman and chief-executive officer of the Teachers Insurance and Annuity Association and the College Retirement Equities Fund.

In the months ahead, college trustees may face "no issue with more serious implications" for the long-term welfare of their institutions and employees, Mr. Wharton told the annual meeting of the Association of Governing Boards of Universities and Colleges here last week.

"The board is where the fiduciary buck stops," said Mr. Wharton. "In an environment of changing demography, changing attitudes, and changing organizations, your role has become more central than ever before."

'Landmark Settlement'

Mr. Wharton's remarks followed a settlement in December with a group of critics that had been pressing for the $70-million pension companies, higher education's largest, to become more flexible and offer new investment options to the 4,200 TIAA-CREF institutions. The agreement, described by some as a "landmark settlement," gives policyholders and higher-education institutions much more control over their retirement plans than ever before.

PHOTOGRAPH FOR THE CHRONICLE BY DON HAMERMAN

Clifton R. Wharton, Jr.: "In an environment of changing demography, attitudes, and organizations, the trustees' role has become more central than ever before."

The agreement, which is expected to take effect by the end of this year, will allow the company's policyholders to transfer existing TIAA-CREF fund accumulations to alternative funds offered by competitors, and to transfer money more freely between TIAA, a fixed-income fund, and CREF, a stock fund. Policyholders will also have the option of receiving their CREF accumulations in a single lump-sum payment upon retirement or job termination (*The Chronicle*, January 4).

More Options to Consider

These changes will be "employer options" under existing TIAA-CREF retirement programs. As a result, college and university trustees must take into account many more options as they develop retirement-plan objectives for their faculty and staff members, regardless of who the pension-fund provider may be, Mr. Wharton said.

Noting that retirement and insurance benefits average 20 per cent of the typical college's payroll (*The Chronicle*, February 22), Mr. Wharton told board members that they cannot overlook the impact those costs have on availability of funds for other purposes, from academic equipment to student aid to grounds-keeping.

More organizations are vying to become approved pension-fund alternatives at many colleges, Mr. Wharton said. Approval of those organizations, he said, should mean that the institution has conducted a thorough analysis of the alterna-

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Photocopy Chain Trying to Avert Lawsuit Charging Copyright Violations

By JUDITH AXLER TURNER

Maintaining that they will fight to protect faculty members' "rights" to use copyrighted materials for teaching, officials of Kinko's Service Corporation nevertheless are trying to head off a lawsuit said to be planned against the chain of 440 photocopying stores.

Publishers reportedly will enter a lawsuit against Kinko's for copyright abuse in "professor publishing"—photocopied anthologies used by professors to supplement textbooks or to substitute for them altogether (*The Chronicle*, March 15).

According to Kurt Koenig, vice-president and copyright and trademark counsel for Kinko's, the chain has worked hard to provide a service to professors while protecting the rights of copyright holders, and has sought permission—and paid royalties—whenever necessary.

"We feel we are doing the right thing," he said. "We are protecting the rights of educators, we're protecting the rights of publishers. If anybody wants us to do any more, let them tell us."

'Nothing to Settle Out of Court'

Paul Orfalea, chairperson of Kinko's, said last week that he and Mr. Koenig had talked to Carol Risher, director of copyright and new technology at the Association of American Publishers, and to John Baumgarten, the association's copyrignt counsel, "to tell them where we're coming from and explaining that we would like to cooperate and settle it out of court." According to Ms. Risher, "there's nothing to settle out of court."

Ms. Risher said the two men had called and asked about a lawsuit, "and I said I can neither confirm nor deny . . . that there is or is not a suit." She said the conversation did not cover settling the lawsuit. "You can't talk about a suit that hasn't been brought," she said.

Concerns about a possible suit prompted the Ad Hoc Educators' Committee on Copyright Law, which in the past has represented users in copyright disputes, to offer itself as a mediator, said Alfred Sumberg, director of government relations for the American Association of University Professors and a member of the committee's executive board.

"We wouldn't want to see another divi-

Continued on Page A18

24-Pct. Turnover Rate Found for Administrators; Some Officials Are Surprised by Survey Results

By DEBRA E. BLUM

WASHINGTON

A study of more than 34,500 administrators in 32 job categories at U.S. colleges and universities has revealed what some higher-education officials describe as a surprisingly high turnover rate.

According to the survey, which compared the names of persons who held the positions in 1987 with those in 1988, some 24 per cent of the 34,500 were replaced.

"Twenty-four per cent is a high figure," said John M. Toller, personnel director at the University of Connecticut. "If it's true, there are a lot of inefficiencies on campuses because every turnover means some instability, training time, and other things."

The lowest turnover rate—17 per cent—was reported for both college presidents and head librarians. The most volatile position, according to the survey, was that of director of annual or planned giving, in which the turnover rate was 58 per cent.

The survey was conducted by Higher Education Publications Inc., which publishes an annual national directory of more than 3,500 higher-education institutions. The directory lists the names and titles of administrators, along with each institution's address, phone number, enrollment, and other details.

Promotions Included

By comparing the listing of administrators in its 1987 directory with the one in 1988, the company determined the turnover rate in each position. The results do not distinguish between administrators who were replaced outright and those who were promoted.

Mr. Toller and others also pointed out that the rates did not necessarily reflect

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BEST COPY AVAILABLE

Turnover Among Administrators a Surprise to Many in Academe

Continued from Preceding Page

any trends in job turnover or fluctuation, because the survey is new and untested against information from other years.

Among the highlights of the survey:

- The turnover rate at four-year private institutions was 5 percentage points higher than at four-year public institutions. For several positions, such as chief of facilities and director of affirmative action, the turnover rate was more than 10 percentage points higher at private institutions than at public institutions.
- Chief executives who headed a campus that was part of a university system were slightly more likely to have changed jobs than were those in charge of a system or an institution not belonging to a system.
- After directors of annual or planned giving, directors of student housing had the highest turnover rate, 42 per cent, followed by directors of health services, 40 per cent.
- After the 17-per-cent turnover rate for chief executives and head librarians, the next lowest rate was 19 per cent, for chief business officers, registrars, and directors of computer centers.

Robert F. Banks, assistant provost and assistant vice-president for academic human resources at Michigan State University, said the varying turnover rates among different categories of jobs were understandable. Registrars and librarians, for example, probably tend to stay in their positions longer than other administrators because of the nature of their work, he said.

"They are well-respected jobs in higher education that require experience and intricate knowledge of the campus to perform effectively," he said. "Also, there's really no external market for them."

Versatility in Health Fields

On the other hand, a director of health services, he said, may have a variety of opportunities for positions outside of academe, in such fields as private medical practice or corporate medicine. Other positions less specific to higher education, such as development and personnel officers, show a higher rate of turnover, too.

While Mr. Banks said the 24-per-cent overall turnover rate reported by the survey seemed a little high, he was reluctant to draw any conclusions before studies covering longer periods were completed.

Mary Joan McCarthy, interim vice-president of the Council for Advancement and Support of Education, said the relatively high rate of movement among development officers and directors of annual or planned giving might also be due to a great deal of career mobility associated with those positions at colleges and universities.

"As development-type positions gain in importance in the institutions, it becomes easier to move up and on," she said.

Mr. Toller, who has helped the College and University Personnel Association study the salaries of higher-education administrators, suggested that the difference in the turnover rates between public and private institutions could be attributed to the varying amount of available resources to pay administrators.

"Generally private universities have smaller budgets than public institutions, so we would expect more turnover because people are attracted to campuses where they can be paid more," he said.

Higher Education Publications conducted a similar survey six years ago that measured job changes over a two-year period. The turnover rate then was 39.3 per cent. Company officials said the figures from the new survey, which covers a one-year period, were not comparable with those from the old one.

Job Turnover Rate Among College Administrators, 1987 to 1988

	Public four-year		Public two-year		Private four-year		All institutions	
	Total positions	Rate	Total positions	Rate	Total positions	Rate	Total positions	Rate
Chief executive officer	259	22%	778	15%	1,275	16%	2,312	17%
Chief executive officer within a system	294	17%	247	18%	54	42%	595	20%
Executive vice-president	77	31%	113	36%	251	30%	441	31%
Assistant to president	275	29%	215	31%	384	34%	874	32%
Chief academic officer	516	26%	929	24%	1,226	23%	2,671	24%
Registrar	452	13%	578	19%	1,117	21%	2,147	19%
Director of admissions	462	16%	634	23%	1,086	26%	2,182	23%
Head librarian	525	13%	761	20%	1,169	16%	2,455	17%
Director of institutional research	278	21%	187	28%	257	41%	722	30%
Chief business officer	505	17%	855	17%	1,206	21%	2,566	19%
Director of computing and information management	123	27%	86	37%	175	35%	384	33%
Director of computer center	388	17%	323	12%	511	25%	1,222	19%
Director of personnel services	387	20%	263	26%	429	27%	1,079	24%
Chief of facilities/physical plant	187	29%	162	30%	308	41%	657	35%
Director of security/safety	202	28%	88	26%	209	30%	499	28%
Director of affirmative action/equal opportunity	158	31%	52	44%	50	42%	260	36%
Director of health services	91	36%	15	26%	96	45%	202	40%
Contract administrator	154	20%	50	38%	126	33%	330	28%
Chief public-relations officer	314	25%	320	30%	668	32%	1,302	30%
Director of information office	228	22%	157	27%	286	38%	671	30%
Director of alumni relations	324	27%	75	34%	669	30%	1,068	30%
Chief of development	353	30%	272	38%	971	32%	1,596	33%
Chief student-life officer	501	18%	770	19%	1,059	25%	2,330	21%
Director of student placement	375	20%	251	29%	585	26%	1,211	25%
Director of student financial aid	463	16%	633	21%	946	26%	2,042	22%
Director of student counseling	266	19%	277	22%	338	27%	881	23%
Director of student housing	145	31%	20	45%	176	52%	341	42%
Athletic director	185	36%	111	34%	307	39%	603	37%
Chaplain	9	22%	15	46%	255	39%	279	39%
Director of annual or planned giving	31	58%	13	38%	151	60%	195	58%
Chief planning officer	137	27%	80	31%	153	32%	370	30%
Total	8,689	22%	9,350	23%	16,518	27%	34,557	24%

Note: The figures are based on an analysis of names of administrators in the 1989 and 1988 editions of "HEP Higher Education Directory." The turnover rate was calculated by comparing the names of jobholders in each position at institutions which provided information for July 1988 and July 1987. Totals exclude figures for private, two-year colleges.

SOURCE: HIGHER EDUCATION PUBLICATIONS INC.

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Appointment of Conservative as Dean Angers Professors at Baptist Seminary

WAKE FOREST, N.C.

The governing board of Southeastern Theological Seminary has appointed a new dean of the faculty in the face of unanimous opposition by professors.

The board also approved a report to be sent to the institution's accrediting agencies that blames the seminary's former president and its faculty members for such problems as declining student enrollment.

The disagreements over the new dean and the accreditation report were the latest in a series of disputes between Southeastern's faculty members, many of whom consider themselves moderate Baptists, and the board, which has been dominated by conservatives since 1987. The board's decision at that time to weaken the faculty's role in the selection of new professors led to protests and the resignation of the seminary's president, W. Randall Lolley, and several top administrators.

Since then, Southeastern has been a battleground in the decade-long struggle between conservatives and moderates for control of the Southern Baptist Convention. The convention sets Southern Baptist church policy and operates Southeastern and five other seminaries.

'Still Very Much in Crisis'

Conservative Baptists believe that the Bible is inerrant, a much stricter interpretation than that followed by moderates.

"The differences between the faculty and the administration and the board, and the differences within the board itself, prove that we're still very much in crisis," said the Rev. Mark S. Caldwell, a member of the governing board who is a moderate.

Some faculty members at Southeastern said they felt that the new administrator, the Rev. L. Russ Bush, III, a conservative, was unqualified for the position because he had no administrative background.

The Rev. Robert D. Crowley, chairman of the seminary's board, said he had complete confidence in Mr. Bush's competence as an administrator and a scholar. He said the opposition to Mr. Bush, an associate professor of philosophy of religion at Southwestern Baptist Seminary for 14 years, stemmed from ideological concerns over his conservatism.

Mr. Crowley said the report the board had submitted to the seminary's accrediting agencies—the Southern Association of Colleges and Schools and the Association of Theological Schools—was the trustees' response to the associations' investigations of academic freedom and the trustees' role in governance at the seminary. He said that the report was not intended to attack the previous administration, but that the trustees had deflected much of the blame for the seminary's problems away from themselves.

In particular, the board's report said trustees were forced to change the seminary's hiring practices because the former president did not have enough power over faculty members to hire professors.

Meanwhile, the American Association of University Professors is expected to publish soon a report on its investigation of the seminary that could lead to A.A.U.P.'s censuring the institution. —DEBRA E. BLUM